

## Major Organizational Changes Announced For Y-12, Effective February 1

PLANT SUPERINTENDENT



R. F. Hibbs

### R. F. Hibbs Cites Reasons For Changes

A major change in the Y-12 plant organization has been announced by Y-12 Plant Superintendent Roger F. Hibbs. These changes will be made effective February 1.

In making the announcement, Superintendent Hibbs cited the many changes that have occurred in the workload over the past several years. "Y-12 was originally a chemical plant with a large part of the emphasis on work of a chemical or closely related nature," Hibbs stated. "Now, however, the bulk of our activity centers around fabrication efforts. This organization change is designed to align the organization more closely with the functional requirements of the plant. The new arrangement will provide the flexibility and economy to allow us to meet the challenge of the present mission of the Y-12 Plant."

Biographical sketches of the superintendents of the four new divisions in Y-12 are on page two of this issue of the Bulletin.

The change organizes the production responsibility into four divisions. These divisions are Metal Preparation, Fabrication, Assembly, and the Product Engineering Division. Roy D. Williams will head the Metal Preparation Division; the Fabrication Division will be headed by Marvin F. Schwenn; the Assembly Division will be under the direction of Kenneth W. Sommerfeld; and the Product Engineering Division will be headed by Henry H. Stoner. These divisions, together with the Plant Engineering Division and Maintenance Division, report to the Assistant Plant Superintendent, Jack M. Case.

#### Metal Preparation

The Metal Preparation Division is composed of three departments . . . Chemical Services, Uranium Chemistry, and Forming Operations. Chemical Services, headed by Neal Dow, is responsible for lithium chemistry; special chemical services, which include special fabrication, elastomers, and electroplating; and the plant plastic capability. The Uranium Chemistry Department, under John S. Reece, is responsible for all uranium chemistry including metal production, recovery operations, and special services. The Forming Operations Department, directed by Francis V. Tilson, has the responsibility for arc melting, all rolling and forming, and all casting and foundry operations.

The Fabrication Division is also composed of three departments . . . Production Machining, General Shops, and the Machine Maintenance Department. The Production Machining Department, under Claude E. Hensley, is responsible for the production machining of all metals, ceramic.

Continued on Page 2

UCC-ND LICENSEE & SUBCONTRACTORS



G. W. Mitchel

ASSISTANT PLANT SUPERINTENDENT



J. M. Case

METAL PREPARATION



R. D. Williams

PRODUCTION ENGINEERING



H. H. Stoner

TECHNICAL SERVICES



G. A. Strasser

MATERIALS & SERVICES



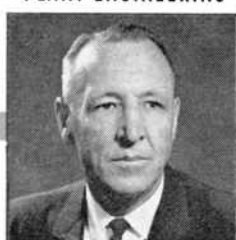
E. A. Pluhar

FABRICATION



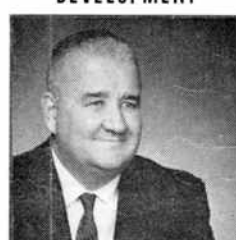
M. F. Schwenn

PLANT ENGINEERING



W. E. Heckert

DEVELOPMENT



W. K. Whitson

INDUSTRIAL RELATIONS



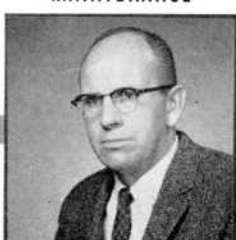
H. G. P. Snyder

ASSEMBLY



K. W. Sommerfeld

MAINTENANCE



J. W. Ebert

SHIFT SUPT. & UTILITIES



D. H. Rader

ACCOUNTING & BUDGET



C. C. Hopkins



# Schwenn, Sommerfeld, Stoner And Williams Will Head Newly Designated Divisions

New divisions in Y-12, formed from the old existing Mechanical Operations and Chemical Operations Divisions will be headed by the following men: Roy D. Williams, Metal Preparation; Kenneth W. Sommerfeld, Assembly; Henry H. Stoner, Product Engineering; and Marvin F. Schwenn, Fabrication. Brief biographies of each superintendent follows:

## Roy D. Williams

Head of the new Metal Preparation Division is Roy D. Williams, a native Tennessean, who has been in Y-12 almost 21 years. He came here June 8, 1943 . . . a week after he received his BS degree in chemistry from the University of Tennessee.

Born in Cosby, Tennessee, Williams worked part-time while he was a student at UT with the Tennessee Valley Authority as a control laboratory assistant.

He began employment in the early days of Y-12 as a chemist and an instructor in chemicals. From 1947 until 1950 he served in the pilot plant operations, and in 1950 he became a foreman in Separations. In 1952 he was made general foreman of that department, and was named process department superintendent in 1953, the post he has held until the present.

The Williamses live at 701 West Hill Road, Knoxville. Mrs. Williams is the former Frantie Rich. Their son, Walt, 11, attends West Hills School.



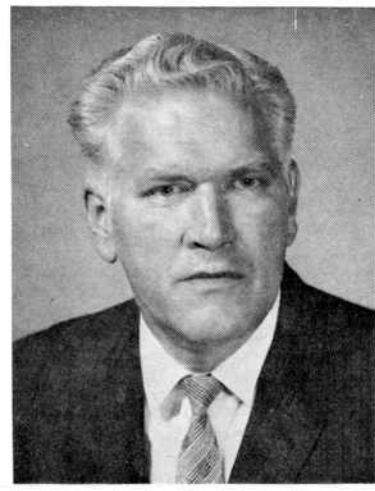
Roy D. Williams



Kenneth W. Sommerfeld



Henry H. Stoner



Marvin F. Schwenn

## Kenneth W. Sommerfeld

The new Assembly Division is headed by Kenneth W. Sommerfeld, a native of Alpena, Michigan. He holds a BS degree from Valparaiso University, Valparaiso, Indiana, and has done extensive graduate work at the University of Tennessee in industrial management.

Before coming to Y-12 February 24, 1958, he served as a pilot in the United States Navy. He worked briefly with E. I. du Pont de Nemours, Niagara Falls, New York, before entering service. He had also worked part-time while a student at Huron Portland Cement Company and the McDowell Construction Company, both in Alpena.

Sommerfeld came to Y-12 as an associate engineer. In 1960 he was made a craft foreman in Mechanical Operations, and in 1963 was named a production engineering supervisor.

The Sommerfelds live at 191 LaSalle Road, Oak Ridge, and have a small son, Scott. She is the former Roberta Buntin.

The new superintendent is active in the First United Presbyterian Church, Oak Ridge, where he was formerly president of the men's club there, and an elder.

## Henry H. Stoner

Henry H. Stoner will head the new division known as Product Engineering. A veteran of almost 20 years of Union Carbide Corporation service, Stoner came to Oak Ridge Gaseous Diffusion Plant May 26, 1944. After serving in various supervisory capacities there, he came to Y-12 April 1, 1958.

Stoner holds a BS degree from Pennsylvania State College, State College, Pennsylvania, and has done graduate work at the University of Tennessee.

The Stoners live at 59 Outer Drive, Oak Ridge, and have four daughters, Lynn, Janet, Shirley and Karen, who attend schools in Oak Ridge. Mrs. Stoner is the former Frances Pouns.

The former superintendent of Mechanical Operations headed the successful Central Fund Drive in Y-12 last fall.

The Stoners are members of the United Church.

## Marvin F. Schwenn

Head of the new Fabrication Division is Marvin F. Schwenn, formerly of Chemical Operations. Schwenn began his career with Union Carbide Corporation in New York on February 10, 1944. He transferred to Oak Ridge Gaseous Diffusion Plant later in the year and served in various capacities there before coming to Y-12 August 1, 1962 to head Chemical Operations.

The Fabrication Division superintendent holds a BS degree in chemical engineering from the University of Wisconsin, Madison, Wisconsin.

He is a member of BPOE (Elks) and the family attends Grace Lutheran Church, Oak Ridge.

Prior to his Carbide years, Schwenn was with the Allied Chemical Company and Hercules Powder Company.

The Schwenns live at 101 Nolan Road, Oak Ridge. Mrs. Schwenn is the former Helen Kopp. They have two teen-age daughters Carolyn and Margaret, in school in Oak Ridge.

There is no holiday for security.

## SAFETY SCOREBOARD

The Y-12 Plant Has  
Operated  
271 Days Or  
8,500,000 Man-Hours  
(Unofficial Estimate)  
Without A Disabling  
Injury  
Through January 26  
Phone 7755  
For Daily Report  
On Accident-Free Hours

## Crab Orchard Rites Held For Kittrell

The Utilities Department sadly marks the passing of Louis M. Kittrell, who died Friday, January 17, in a Knoxville hospital. Mr. Kittrell had been in Y-12 since February 12, 1955.



L. Kittrell

Surviving are sons Everett, Wartburg; and Donald, Harriman; daughters, Mrs. Nancy Humphrey and Mrs. Virginia Hall, both of Harriman; parents, Mr. and Mrs. Fred Kittrell, Oakdale; three brothers, Maurice, Kingston; Merle, Dallas, Texas; and Charles, Oakdale. Three grandchildren also survive. The family home was at Route 1, Oakdale.

Funeral services were held Sunday, January 19, at 2 p.m. at the Crab Orchard Baptist Church where Mr. Kittrell was a member. The Reverends C. W. Kelley and Bertis Neal officiated.

Burial followed in church cemetery.

Mr. Kittrell belonged to the East Gate Lodge Number 680 of the Free and Accepted Masons and the Chevalier Commandery Number 21, Kerbel Temple. Masonic rites were held at the graveside.

Sincere sympathy is extended to the Kittrell family.

## PREJUDICED

For all practical purposes it's impossible for a man to form an impartial opinion of himself.



Another 14 Y-12ers celebrate 20 years with Union Carbide . . . as others observe 15 and 10-year anniversaries. Congratulations.

## 20 YEARS

Lonnie R. Hall, Research Services, January 29.

Ernest E. Kennedy, Production Control, January 29.

Claude E. Hensley, Superintendents Division, January 29.

Arthur Rogers, Laboratory Operations, January 29.

James R. Whitcomb, SS Control, January 31.

Bruce A. Hicks, Research Services, January 31.

Mary H. Jenkins, Chemical Department, January 31.

J. T. Williams, Buildings, Grounds and Maintenance Shops, February 1.

Malcolm P. Crews, Process Maintenance, February 2.

Nels K. Bernander, Quality Liaison, February 2.

Arthur O. Phillips, Receiving Department, February 2.

Bethel R. Poston, ORNL Chemical Services, February 3.

Clarcy C. Chamberlain, General Machine Shop, February 4.

Carl M. Neal, Area Five Maintenance, February 4.

## 15 YEARS

Howard Nobles, A-1 Shop, February 2.

## 10 YEARS

Willis S. Hanford, Alpha Five Machine Shop, January 29.

Raymond O. Davis, Buildings, Grounds and Maintenance Shops, January 30.

Herman H. Gallups, Alloy Shop, February 1.

Stanley V. Shepherd, Graphite Shop, February 1.

Clifton J. O'Neal, Tool Grinding, February 1.

Havern D. Landry, Engineering Mechanics, February 2.

Jack L. Williams, Dimensional Inspection, February 4.

Tommy Overton, Assembly Operations, February 4.

Earl T. Stair, Alloy Shop, February 4.

## AEC's Stokely Speaks To Health Physicists

The East Tennessee Chapter of the Health Physics Society will hold its annual dinner-dance meeting this coming Friday, January 31, at the Oak Ridge Country Club. It is set to begin at 6:30 p.m.

Guest speaker will be Edwin E. Stokely, assistant to the manager, United States Atomic Energy Commission, Oak Ridge Operations. He will speak on "Public Information Aspects of Health Physics."

New officers will be installed at the meeting. Members and wives, or guests, are urged to purchase tickets in advance.

## Mary A. Truitt Takes Infant For Surgery

Many hearts in Y-12 will be turned toward Columbia Presbyterian Hospital, New York, next week. Mary Ann Truitt, Alloy Shop, will leave February 2, for corrective surgery for her small child.

She penned the following note for fellow Y-12ers:

"I know that it is impossible to thank each one of you or to describe my deep appreciation for your expression of kindness; however, I would like to take this opportunity to express my sincere gratitude."

# Organization Changes Made

Continued from Page 1

ics, and plastics. The General Shops Department, under the direction of Vernon B. Gritzner, is responsible for the general plant machine shop and certain field shops located throughout the plant. The Machine Maintenance Department, under R. Stockton Rucker, is responsible for plant machine tool maintenance, together with tool and template grinding.

## Assembly Division

The Assembly Division is made up of two departments . . . Assembly and the Dispatching Department. Assembly, headed by Robert D. Ellington, is responsible for all plant assembly capability. The Dispatching Department is responsible for production dispatching and material handling and is under the direction of William G. Butturini.

Three departments make up the Product Engineering Division . . . Tool Engineering, Special Projects and Production Control Department. The Tool Engineering Department, under J. Leo Waters, has the responsibility for the design of jigs, fixtures, tooling, gaging, and other mechanical engineering problems. Special Projects, under Ernest Zurcher, will handle engineering liaison between the plant and the other installations with which Y-12 works. Production Control, headed by Robert E. Cable, is responsible for the internal and external scheduling activities of the plant.

The remainder of the plant organization stays the same with the exception that the Shift Superintendent and Utility Division now reports to the plant superintendent.

Copies of the detailed organization chart will be available shortly after February 1.



Riders wanted from Burlington section, Knoxville, via Clinton Highway, to West or Central Portal, J Shift. C. J. Moody, plant phone 7349, home phone Knoxville 524-8324.

Ride wanted or will join car pool from Rockwood to North or Central Portal, straight day. Jack Brown, plant phone 7705.

Car pool members wanted from West Haven, Knoxville, to any portal, straight day. J. R. Rutter, plant phone 7-8816, home phone Knoxville 525-0929.

# The Bulletin

Published Weekly For The  
Y-12 Employees Of  
UNION CARBIDE  
CORPORATION



NUCLEAR DIVISION

JAMES A. YOUNG Editor

Member



Appalachian  
Industrial  
Editors'  
Association

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**LOOT AND LOTS OF IT** to be given away at tomorrow's annual Credit Union meeting. Glenna Faye Haymaker, employee at the Y-12 Credit Union, admires part of the door prize list. A total of 25 silver dollars will also be given away to some lucky Y-12ers.

## Tomorrow's Credit Union Meet Offers Jack Pot Door Prizes

Members attending this year's Credit Union meeting will have a jack pot full of prizes to choose from. Lucky winners will take home such items as a bridge set (card table and four chairs), an electric blanket, Air-Flite luggage, spice racks, electric broiler, three cigarette lighters, a camp stove, a Skotch Kooler, a zip-pack (thermos-lunch box combinations), a Shaffer pen and pencil set, popcorn popper, transistor radio, a clock-radio, a carving set and bathroom scales.

In addition to the above loot, a total of 25 silver dollars will be given to lucky attendants.

The meeting is set for 7:30 p.m. tomorrow night, Thursday, January 30, at the Ridge Recreation Hall.

The treasurer's report for 1963 will be read and a complete report of board and committees will be published and mailed to each member after the meeting.

This annual meeting gives each member opportunity to voice a vote in his credit organization's activities.

(To those people who always say, "But I never win anything," the invitation is out from Credit Union officials. With that many door prizes to be given away, your chances of winning come within the realm of possibilities now.)

New board members will be elected at tomorrow's meeting, as well as new committee chairman for 1964.

See you at tomorrow's Credit Union meeting!

Loyalty is a fine quality, but he fellow who lies for you is apt to lie to you.



## Status Quo Theme Of Classic Alleys

Status quo was the word in the Classic League for Y-12 bowlers last week. Both leading teams took four points, as the Markers marked well over the Splinters and the Has Beens smothered the Smelters. Other four-pointers went to the Bumpers over the Cubs, the All Stars over the Wasps and the Tigers over the Eightballs.

Three point gains went to the Swingsters over the Rebels, the Rippers above the Playboys, and the wolves over the Screwballs.

Dick Huber, All Stars, played high single scratch game of the night with a 242. Tom Hillard, Markers, took high handicap score in singles with 264. J. B. Strickland, Swingsters, took high series individually with scores of 614 scratch and 701 handicap. Swingsters swunk their way into the honor circle of winners by sweeping the board with singles of 973 scratch, 1083 handicap; and series of 2784 scratch and 3114 handicap.

League standings follow:

Team	W	L
Markers	19	1
Has Beens	16	4
Bumpers	14	6
Swingsters	13	7
Rippers	13	7
Wolves	12	8
Smelters	11	9
All Stars	11	9
Tigers	11	9
Playboys	10	10
Rebels	8	12
Wasps	7	13
Cubs	4	16
Eightballs	4	16
Screwballs	4	16
Splinters	3	17

## B Shifters Gather Tonight For Party

Tonight is big fun-night for B Shifters as they gather for games and family fun at the Coral Room of the Ridge Recreation Hall, Oak Ridge. That's tonight, Wednesday, January 29.

There are plenty of prizes so if you aren't too tired, come on out!

## Volleyballers Close First Half Season

Y-12's Beavers finished in a tie for third place in the first half of the Volleyball League this winter. They took three games last week from the Six Pots, ORNL, 15-0, 15-2 and 15-3.

The other Y-12 team, the Eagles, dropped three fast ones to the league champs, the Set Ups, ORNL, 5-15, 2-15, and 3-15. The other games saw the ORNL Champs take three from the ORNL Scrubs 15-13, 15-11, and 16-14.

First half standings:

Team	W	L
Set Ups, ORNL	11	1
Champs, ORNL	10	2
Old Men, ORNL	8	4
Beavers, Y-12	8	4
Eagles, Y-12	4	11
Scrubs, ORNL	2	10
Six Pots, ORNL	1	14

The second half begins this week with a new team added to the roster, the ORNL Bums, to be headed by G. N. Brown. A total of eight teams will compete in the final phase of league action.

## Cannonballs New Leaders In E League

The Cannon Balls shot into first place in the E League among Y-12 day-lite bowlers last week by virtue of their four point win over the Pintwisters. The Four Squares took three points from the Pinquins, while the Ten Pins and Alley Bees split two points each.

The Pintwisters' G. Richmond took series honors rolling scratch game of 204 and handicap of 255. L. Hensley, Alley Bees, took series honors with 576 scratch and 660 handicap.

The Ten Pins were high in single game with 658 scratch and 828 handicap; while the Four Squares took series honors with 1984 scratch and 2314 handicap totals.

League standings follow:

Team	W	L
Cannon Balls	7	1
Four Squares	6	2
Ten Pins	5	3
Alley Bees	3	5
Pinquins	2	6
Pintwisters	1	7

## Mixed Bowlers Still Locked In Deadly Tie

The Goofers and Cool Cats are still locked in a tie for first-standings in the Y-12 Mixed League for bowlers. The Goofers licked the Toppers for three points, the Cool Cats took the Alley Cats for three. Other such wins went to the Ghosts over the Scrappers, and the Pin Plasters over the Phantoms.

Nancy Garrison, Ghosts, took individual honors among females all the way, rolling singles of 187 scratch and 238 handicap. Her series scores were 476 scratch and 629 handicap. Howard Gibbs, Toppers, took high singles with a 201 scratch and 236 handicap game. W. B. Stephens, Goofers, had a series scratch tally of 514; while W. C. Smith, Alley Cats, had high handicap series of 586.

The Goofers rolled high single scratch of 655 . . . and their series of 1806 scratch, 2244 handicap were highs for the night. The Ghosts took high single handicap honors with 792.

League standings follow:

Team	W	L
Goofers	9	3
Cool Cats	9	3
Scrappers	6	6
Toppers	6	6
Alley Cats	5½	6½
Phantoms	5	7
Ghosts	4½	7½
Pin Plasters	3	9

## 6 Teams Scramble For C Top Notch

Sunflowers, Rounders Take Team Honors

Y-12's C League for bowlers has developed into a mad scramble for first place with six teams vying for top berth. The Hi Lifers moved up by a four point win over the Big Five. The only other sweep saw the Five Roses take four from the Lucky Strikes.

The Rodders were three-point victors over the Sunflowers, as were the Strikers over the Par-busters, and the Screwballs over the Hookers. The Shud-A-Beens and Rounders split two points.

Fred Guttery, Screwballs, took high single game of the week with a 224 scratch and 268 handicap. W. R. McGill, Shud-A-Beens, and J. E. Morgan, Rounders, tied for high scratch series, each with 583. Guttery came back on the board with high series handicap games of 704.

The Sunflowers were team tops in singles with 934 scratch and 1047 handicap scoring. The Rounders took series scratch highs rolling 2665 and total series handicap count went to the Hi Lifers with 2998.

League standings follow:

Team	W	L
Hi Lifers	10	6
Sunflowers	10	6
Rodders	10	6
Strikers	10	6
Shud-A-Beens	10	6
Rounders	10	6
Five Roses	9	7
Lucky Strikes	7	9
Hookers	6	10
Parbusters	5	11
Screwballs	5	11
Big Five	4	12

## Tuesday Is Deadline To Enter Bowling Tilt

Dead-line for entering the February 15-16 Y-12 Bowling Tournament is next Tuesday, February 4. All Y-12 bowlers who have rolled 12 games in a sanctioned league between August 1, 1963 and January 31, 1964 are eligible to enter.

Entries should be submitted to the Recreation Department by next Tuesday at 4:30 p.m.

## Basketball Leaders Drop Their 1st Game

Metals and Ceramics Down Independents

Last week's Basketball League action began Monday night as the ORNL Metals and Ceramics team downed the ORGDP All Stars 56 to 38. The scorekeeper stated, "the main difference in these teams was Carter." The giant on the boards scored 23 for the winners. Benny Crass led the losers with 13 through the hoop.

Two Y-12 teams clashed next as the Rebs reduced the Peons by a tally of 51 to 43. The ball game belonged to the Peons until the waning minutes of the third quarter. The Rebs then took over and let their Mahaffey score eight quick points to salt the game away. He led the winning Rebs with 21 points.

Monday's final game was another thriller as the Y-12 Atoms won a squeaker in overtime from the Fearless Five, ORNL, by a tune of 48 to 47. Manager Cythron must pay his boys for overtime as they seem to be getting in the habit. Carlos Brooks fired 19 points through the basket . . . Jim George tallied 14.

Wednesday's action began as the Metals and Ceramics defeated leaders Independents, both teams from ORNL, 49 to 44. Again the same story . . . too much Jim Carter. He scored 27 for the M & C team in this one.

ORNL's Fearless Five downed Analytical Chemistry, also from ORNL, 42 to 33. Ray Cooper tallied a total of 16 for his winning squad. Bill Morgan scored 10 for M & C.

The ORGDP All Stars dropped the Cell Four, ORNL, team to their knees in last week's final game 37 to 29. Terry Mothershed led the victors on basket counts with 15. Jim Kelley totaled 13 for the losing squad.

League standings follow:

Team	W	L
Independents, ORNL	6	1
Atoms, Y-12	4	1
Metals & Ceramics, ORNL	4	1
All Stars, ORGDP	5	2
Rebels, Y-12	3	2
Fearless Five, ORNL	3	3
Analytical Chemistry, ORNL	1	5
Cell Four, ORNL	1	6
Peons, Y-12	0	6

## Bush Leaders Take Week's High Scores

Rusty Five Sweep Over Rollmasters

The Rusty Five swept team honors in the Bush League for Y-12 bowlers last week. They took singles in order of 935 scratch and 1046 handicap. Series highs for the Five came out 2603 scratch and 2936 handicap. This gave them three points from the Rollmasters.

Four point wins went to the Turtles over the Beavers and the Outcasts over the Hi Balls. Split scores of two to each went to the Seven Sixties and the Rollniks and the '66' Raiders and the Dry Hides.

Ray Seivers, Seven Sixties, made individual bowling honors all the way, rolling singles of 233 scratch, 258 handicap and series of 609 scratch and 684 handicap.

League standings follow:

Team	W	L
Rusty Five	29	7
Turtles	26	10
Seven Sixties	21	15
Dry Hides	19	17
Rollmasters	19	17
Outcasts	17	19
Hi Balls	14	22
'66' Raiders	14	22
Rollniks	13	23
Beavers	8	28



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## Ron Miskell, Tool Engineering, Speaks To Tool And Manufacturing Engineers Group

**Y-12 Engineer Will Discuss 'Numerical Control'  
At Deane Hill Country Club Meeting, February 6**

The Knoxville-Oak Ridge Chapter of the American Society of Tool and Manufacturing Engineers has picked Thursday, February 6, for their regular monthly meeting. Ronald Miskell, Y-12's Tool Engineering, will speak on "Numerical Control." The ASTME meeting will be held at Deane Hill Country Club, Knoxville.

Miskell is a native of Chicago, Illinois. He attended the University of Illinois, received his BS degree in mechanical engineering from the Illinois Institute of Technology, where he also received his MS degree in engineering. Before coming to Y-12 on June 18, 1958, he was associated with Aircraft Engineering Division of Ford Motor Company.

In addition to his degrees from Illinois Tech, Miskell received an MS degree from the University of Tennessee in nuclear engineering.

'Coffee Speaker' for the event will be former Y-12 Plant Superintendent Robert G. Jordan, who is now superintendent at Oak Ridge Gaseous Diffusion Plant.

Dinner is scheduled for 7 p.m., with the technical sessions to begin at 8.

All members and their guests are urged to attend this interesting meeting.

## Penn's Middleton Leads ORNL Physics Seminar

The University of Pennsylvania's Roy Middleton will conduct Friday's Physics Division seminar. It is titled: "Some Experiments with the Aldermaston Multiangle Spectrograph."

The seminar is set for Friday, January 31, at 3:15 p.m. in the East Auditorium of Oak Ridge National Laboratory's 4500 building.

## Girls And Boys Have Many Differences!

There are more boys with superior intelligence than there are girls — but girl children develop more rapidly, use longer sentences, have bigger vocabularies than boys! Girls, even girl chimps, are more interested in clothing than boys... but don't shy away from wearing boys' clothing. Boys are usually repelled at the idea of wearing girls' clothing.

In Las Vegas a Martian stopped at a slot machine which was loudly discharging a Jackpot.

"Look, fellow, you ought to stay home with a cold like that."



Ronald V. Miskell

## Jack A. Goldston Dies In Harriman

Product Processing Department was saddened recently by the death of Jack A. Goldston. He died Thursday, January 16, in the Harriman Hospital.



J. Goldston

Mr. Goldston had been in Y-12 since September 2, 1950. He had previously been in Y-12 in earlier years during the war.

Surviving are his wife, Mrs. Rachel Williams Goldston, Route 4, Harriman; four sons, Blake, Chance, Steve and Keith, all at home; daughter Mrs. Roland Adcox, Nashville; two grandsons; brothers Harley, Frank and Lewis, all of Harriman; Glen, Kannapolis, North Carolina; and Layton Goldston, Scottsboro, Alabama; sisters, Mrs. Ted McKinney, Harriman, and Mrs. Claude Francis, Oakdale.

Funeral services were held at 2:30 p.m. Saturday, January 18, in South Harriman Baptist Church, with the Reverends Charles Works and Tom Scarborough officiating. Interment followed in Willard Park Cemetery.

Friends and co-workers extend condolences to the Goldston family.

## The Bread Winner

The doctor came out of the bedroom with a worried look on his face, and turned to the distraught wife. "Frankly," he said, "I just don't like the way your husband looks."

"Well, I don't either," the wife stated, "but he's good to me and the kids."



ASSISTANT PLANT SUPERINTENDENT JACK M. CASE (insert) addresses a recent Supervisory Conference. The subject of Case's presentation is "What Management Expects of the Supervisor in the Y-12 Plant."

## Jack Case Leads Supervisory Conference On What Management Expects Of Supervisors

Current Supervisory Conferences in Y-12 are being conducted by Jack M. Case, assistant Y-12 plant superintendent. The subject of the conferences is "What Management Expects of the Supervisor in the Y-12 Plant."

There are two questions each supervisor must ask himself, Case points out, "What is my job?" and "How can I do my job well?"

Certain goals were outlined... a well trained and competent work force, high morale in employees, pride in work and pride in organization, good working relations with others in the plant, and good knowledge of plant policies and procedures.

A supervisor's most important tool, he pointed out, is the people who work for him. "Understanding people is a tough job because there are so many different kinds. Most people work because they want to get something for their effort, and pay is only one of the things they are looking for. They also want to enjoy security, recognition, and job satisfaction."

### Enthusiasm Contagious

Case also listed a few qualities supervisors could work on. "Enthusiasm, for instance, if we are enthusiastic about our work our people will usually be enthusiastic too... because this is contagious. Enthusiasm has won many a ball game and has got many a supervisor over some fairly rough places and has also got them promotions, I might

add. Consciously try to develop greater enthusiasm for your supervisory job."

"Honesty and Integrity... If your people can trust you, know that you keep your word and know that you are always honest, you have gone a long way toward being a successful supervisor. It is difficult to follow a leader that is erratic in this area. Your employees deserve your honest and loyal support as does your boss."

"Concern for your people... If you develop a real concern for your people it will pay big dividends. If your people give you their best, the least you can do is to be concerned about their future, their personal well being, and their performance. Even in the Army one of the rules that every officer is directed to follow is 'take care of your men.'"

"Develop your ability to communicate — This is extremely important to you, your supervisor and your people. Being able to discipline an employee and get across just exactly what you mean without being unjust or doing unintentional damage requires real communication ability. Also you need to be able to communicate effectively in order to sell your ideas to your boss and to your people."

### Results Are Gratifying

"The various levels of supervision have different problems and somewhat different things are expected from each," Case

concluded. "I have made no attempt to outline all that is expected of us in detail. What I have tried to accomplish is suggest an approach of achieving what is expected of you and me as supervisors. That approach is simply to do the job in an outstanding manner. If you put out the effort the results will be gratifying to you, your people, and your supervisor."

The conferences are running through Thursday, January 30. They are conducted in the Conference Room of the Cafeteria Tuesdays and Thursdays at 10 a.m. for straight day employees, and Mondays and Tuesdays at 5 p.m. for employees on shift rotations. The 5 p.m. conferences are held in the Conference Room of the Plant Shift Superintendents, in Building 9706-2.

The Training Department has arranged the conferences... and Superintendent Case is introduced by Training's B. R. Pearson at the meetings.

## After April 22 You Can Start Living Again!

The Tax Foundation, Inc. has come up with some interesting statistics. For instance, the average person works 50 hours and 44 minutes a month to pay his federal, state and local taxes.

According to these figures you will be working for your government up until April 22. After that, you can start living.



ASSEMBLY OPERATIONS folks honored Eileen Walbrecht recently as she left our midst to take up household chores and await the Stork's arrival. Here the men and women are gathering for coffee. Mrs. Walbrecht left Friday, January 10.